



From the Acquisition Support Center Director

The U.S. Army Acquisition Support Center (ASC) continues to employ initiatives to further the workforce transformation. Three areas I'd like to highlight are the Acquisition Career Record Brief (ACRB), proposed changes to *DA Pamphlet (PAM) 600-3, Commissioned Officer Developmental Career Management*, and the combined Army Materiel Command (AMC)/Assistant Secretary of the Army for Acquisition, Logistics and Technology AL&T Concept of Support and Design. All three, along with several other initiatives, will be discussed at the 2005 Army Acquisition Workforce Conference (AAWC), "Transforming the Organizations, Leaders and Workforce of Tomorrow", March 1-3, in Orlando, FL. The first conference event will be a no-host social the evening of Feb. 28, 2005.



The AAWC will bring together more than 200 individuals, including senior leaders from the acquisition community and invited guests. This year's conference will provide a full day of Change Leadership Training, host the semiannual Change Leadership Team Azimuth Adjustment working session, include the second series of Army Acquisition Corps (AAC) Transformation Community Workshops and provide a substantial series of acquisition career management information workshops, including alternative certifications and major legislative changes to the *Defense Acquisition Workforce Improvement Act*. For more information about this invitation-only event, go to http://asc.army.mil/events/conferences/2005/acm_conference/default.cfm.

ACRBs. ASC is changing how it processes ACRBs. If you are not familiar with the ACRB, allow me to summarize. Each AL&T workforce member has an ACRB — an automated, authenticated record of your education, training and acquisition assignment history. It is your official acquisition career record, and it's your responsibility to update it. The ACRB contains your certifications, job qualifications, AAC membership, Corps Eligibility, best-qualified boards such as the Competitive Development Group, continuous learning accomplishments, position management and competitive and needs-based boards such as the Acquisition Tuition Assistance Program.

As you can see, the ACRB is an important career management tool. You can find your ACRB on the Career Acquisition Personnel & Position Management Information System (CAPPNIS) Web site at <https://rda.rdausa.army.mil/cappmis/>.

We are converting CAPPNIS to a Web-based system with a new and improved user interface. The ACRB captures information from a number of information management systems, the primary source system soon to be the Modern Defense Civilian Personnel Data System. We expect to complete this transition by late November 2005.

Acquisition Career Manager Bob Sivalelli, Warren, MI, is spearheading ASC's effort to implement these new ACRB processes. He is directing a beta test this fall and will deliver briefings about the expected ACRB improvements at the AAWC. As we move through each phase in the ACRB change initiative, ASC will keep the AL&T workforce updated via this magazine and the ASC Web site at <http://asc.army.mil>.

DA PAM 600-3. The *DA PAM 600-3* is undergoing a complete revision. A copy of the current edition is available at http://www.apd.army.mil/pdf/p600_3.pdf. All officers are encouraged to review this pamphlet for information on the new career fields and officer development and educational requirements for each. If you have any questions about changes to Chapter 47, Army Acquisition Corps Functional Area, please contact MAJ Andrea Williams at (703) 805-1248 or via e-mail at andrea.williams@us.army.mil.

AL&T Concept of Support and Design. The AL&T Concept of Support and Design began to take shape under a communitywide integrated product team (IPT) called the Future Force Acquisition Corps in May 2004. This team included AAC functional representatives and all of our strategic partners, including the Army Contracting Agency, program executive offices, program/project management offices, U.S. Army Test and Evaluation Command, Defense Contract Management Agency, AMC, Army G-1/G-4/G-6/G-8, U.S. Army Forces Command, the Army National Guard, National Guard Bureau and Army Reserves. In July 2004, we integrated the AAC modularity concepts and IPT with AMC modularity concepts and members in force and formed a new integrated IPT called the AL&T Enterprise Design Team. As a collective team, we successfully gained approval from the Army Acquisition Executive and AMC Commanding General for the new Concept of Support and Design and have moved out for Army approval. A more detailed feature article on this project will follow in the next

issue of *Army AL&T* Magazine. If you have any questions about the new AL&T Concept of Support and Design, contact MAJ Joy Kollhoff at (703) 805-1251 or via e-mail at joy.kollhoff@us.army.mil.



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Army CDG FY05 Selection and Slating Results

The highly competitive 3-year Competitive Development Group (CDG) program provides candidates with opportunities for essential and unique leadership training and developmental assignments. By providing CDG candidates to organizations with unfilled Critical Acquisition Position requirements, we can meet a mission-need gap that is being created by restructuring and retirement losses. In the long run, the program is designed to develop civilian leaders who are “relevant and ready” to compete with and assume acquisition roles traditionally filled by their military counterparts and apply what they have learned from the program. Rather than defining a leadership path, we’re developing a continuous process for an organized and comprehensive approach to leadership.

The CDG program complements the technical experience and educational strengths of candidates with what the majority of the acquisition workforce is missing at midcareer level. This includes executive-level education, DA intermediate professional career education, senior Army acquisition staff action officer experience and leadership experience as assistant product managers (PMs) and/or deputy product managers. CDG candidates are competitively selected through a DA board process. Today’s program is reaching out to a select but geographically dispersed population of acquisition personnel to orient them on a path that will provide the foundation for a successful career. Typically, CDG selectees are intermediate careerists at the Broadband III or GS-13 level, have earned a graduate degree, 8-15 years of technical experience in their primary acquisition functional areas at the Level III certification level, 2-10 years in multiple functional areas, served in multiple assignments and demonstrated an aptitude and desire to serve in senior staff and program management leadership positions.

Successful CDG program completion ensures that graduates are exceptionally qualified to assume senior-level acquisition leadership positions. On average, more than 66 percent of any CDG year group is promoted prior to graduation. Participants have assumed the duties of acquisition senior staff officers in all acquisition career fields at the Office of the Secretary of Defense; the Office of the Assistant Secretary of the Army for Acquisition, Logistics and Technology (OASAALT); program executive offices (PEOs); and field operating agencies. They have taken their place as senior leaders to include acquisition branch division chiefs, deputy directors, directors and deputy program, project and product managers.

The U.S. Army Acquisition Support Center, under the direction of COL Genaro J. Dellarocco, is proud to recognize the competitive selection and assignment of the following CDG Year Group 2005 selectees. Congratulations!

Name	1st Year Development Assignment
Appel, Garry	Joint PM Chem/Bio Defense
Bradley, Larry	OASAALT
Brown, Barbara	Space and Missile Defense
Burrow, Craig	PEO Aviation
Dahm, Bruce	PEO Soldier
Davis, John	PEO Soldier
Gonzalez, Marcos	OASAALT
Guidry, Marian	Joint Project Office Ground Mid-Course Defense
Jones, William	OASAALT
Kampschroeder, Jean	Communications-Electronics Command
Krepacki, Victor	Science Training Technology Center, Applied Research Programs
Marck, David	Space and Missile Defense
McKayan, Norma	PEO Soldier
Schmoll, Peggy	PEO Aviation
Waterford, Karen	Ground Mid-Course Defense

